

Email: frank040@umn.edu

Present Occupation: Arbitrator and Mediator
Adjunct Professor, University of Minnesota Law School

First Business Address:

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Second Business Address:

218 South Millvale Avenue
Pittsburgh, PA 15224

PROFESSIONAL AFFILIATIONS:

American Arbitration Association	Association for Conflict Resolution
Labor Employment Relations Association	Minnesota State Bar Association
National Association of Railroad Referees	National Mediation Board

EDUCATION

JD	Law	William Mitchell College of Law, 1974
BS	Related Arts	University of Minnesota, 1966

CERTIFICATIONS:

Law Minnesota 1974

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1991 – present: Arbitrator of labor and employment cases for AAA, FMCS, Minnesota Bureau of Mediation Services, Wisconsin Public Employee Relations Commission, Iowa Public Employee Relations Board, Montana Labor Standards Bureau and National Mediation Board and by invitation of attorneys and private parties. See, industries and issues listed below. **1991 - present:** Mediator of employment and education cases for AAA, Minnesota Department of Human Rights, EEOC, Wisconsin Special Education Mediation System and by invitation of attorneys and private parties. **1978 – 2000:** Administrative Law Judge by contract with Minnesota State Office of Administrative Hearings. Heard and decided or mediated labor and employment, education, health, human rights, human services and professional licensing cases.

INDUSTRIES:

Agriculture, automotive, bakery confectionary tobacco and grain millers, banking, chemicals, clothing, communications, dairy, education, electronics, electrical workers, entertainment/arts, federal employees (NAGE, AFGE) food (manufacturing, processing, service), glass/pottery, graphic communications, health care, hotels/motels/casinos/resorts, hospitals/nursing home, mining, office and professional workers/clerical, paint and varnish, police and fire, printing and publishing, prison guard, railroads, real estate, restaurants, State employees (AFSCME), steel, transportation, trucking and storage and utilities.

ISSUES:

Absenteeism, arbitrability, AWOL, conduct (off-duty/personal), demotion, discipline (non-discharge), discipline (discharge), discrimination (age, disability, race, sex, religion, marital status, national origin), drug testing, health/hospitalization, job performance, job posting/bidding, layoffs/bumping/recall, leave time, management rights, past practices, pension and welfare plans, promotion, safety/health conditions, seniority, sexual harassment, sub-contracting, tenure/reappointment, union security, wages (cost-of-living pay, holiday pay, job classification & rates, merit pay, overtime pay, vacation pay), work hours/schedules/assignments, and violence or threats.

PERMANENT PANELS: U.S. Postal Service/National Association of Letter Carriers, AFL-CIO
Bituminous Coal Operators' Association/United Mine Workers of America

ARBITRATION ROSTERS:

American Arbitration Association	Iowa Public Employee Relations Board
Minnesota Bureau of Mediation Services	Minnesota State Court Roster of Neutrals
Montana Labor Standards Bureau	National Mediation Board
Wisconsin Public Employee Relations Commission	

FEES:

PER DIEM FEE: \$800. **DOCKETING FEE:** \$100. per party **CANCELLATION FEE:** Per diem
EXPENSES: Reasonable and necessary travel expenses including air and ground transportation, lodging and meals.

Fee and cancellation policy: The *per diem* fee is charged for travel, hearing and study time (preparation, record review, research and award preparation) for any portion of a day up to eight hours. Time beyond eight hours in a day is prorated. Actual expenses are billed as they are incurred. Car mileage is billed at the applicable IRS rate. A cancellation fee is charged for each hearing day that is cancelled or changed less than 30 days before the scheduled date. The change fee may be reduced or waived for good cause.

Detailed fee schedules will be forwarded to parties immediately upon selection.